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No. _____

NONDISCRIMINATION AND EQUAL OPPORTUNITY/ACCESS
INTERNAL COMPLAINT FORM

Nicole Poston 330-312-0102
NAME OF COMPLAINANT TELEPHONE NUMBER
3407 Trade Winds Cove NW, Canton, OH 44708
ADDRESS

RELATIONSHIP TO THE SCHOOL DISTRICT:

____ EMPLOYEE

X TEACHER

____ OTHER _____ (POSITION)

____ OTHER _____ (DESCRIBE)

STATEMENT/NATURE OF COMPLAINT (INCLUDING DATE OF ALLEGED DISCRIMINATION):

10/12/15-- PD DaY, Session 2: Reciprocal Teaching. Presentation and handouts
were shared via email. However, presentation and handouts cannot be seen at once.
Handouts were provided but not in accessible font size (large print, 18 font).

WHAT ACTION ARE YOU REQUESTING? (i.e. RELIEF SOUGHT):

Accommodation meeting with administration, as I have requested. Meeting with
BOE.

Nicole Poston 10-20-15
COMPLAINANT DATE

Internal Office Use Only

DATE RECEIVED BY DISTRICT'S CIVIL RIGHTS COORDINATOR: _____

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No. _____

NONDISCRIMINATION AND EQUAL OPPORTUNITY/ACCESS
INTERNAL COMPLAINT FORM

Nicole Poston 330-312-0102
NAME OF COMPLAINANT TELEPHONE NUMBER
3407 Trade Winds Cove NW, Canton, OH 44708
ADDRESS

RELATIONSHIP TO THE SCHOOL DISTRICT:

____ EMPLOYEE

X TEACHER

____ OTHER _____ (POSITION)

____ OTHER _____ (DESCRIBE)

STATEMENT/NATURE OF COMPLAINT (INCLUDING DATE OF ALLEGED DISCRIMINATION):

10/12/15-- PD DaY, Session 3: Co- Teaching. Powerpoint and handouts
were shared via email. However, powerpoint and handouts cannot be seen at once.
Handouts were provided (14 font) but not in accessible font size (large print, 18 font).

WHAT ACTION ARE YOU REQUESTING? (i.e. RELIEF SOUGHT):

Accommodation meeting with administration, as I have requested. Meeting with
BOE.

Nicole Poston 10-26-15
COMPLAINANT DATE

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NONDISCRIMINATION AND EQUAL OPPORTUNITY/ACCESS
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Nicole Poston 330-312-0102
NAME OF COMPLAINANT TELEPHONE NUMBER
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ADDRESS

RELATIONSHIP TO THE SCHOOL DISTRICT:

____ EMPLOYEE

X TEACHER

____ OTHER _____ (POSITION)

____ OTHER _____ (DESCRIBE)

STATEMENT/NATURE OF COMPLAINT (INCLUDING DATE OF ALLEGED DISCRIMINATION):

10/12/15-- PD DaY, Session 4: 4th Gr. ELA TBT. Presentation shared with me
via email right before session. However, computer died (no battery charge left).
Materials were provided on large paper but 10-14 font size (not large print, 18 font).

WHAT ACTION ARE YOU REQUESTING? (i.e. RELIEF SOUGHT):

Accommodation meeting with administration, as I have requested. Meeting with
BOE.

Nicole Poston 10-20-15
COMPLAINANT DATE

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NONDISCRIMINATION AND EQUAL OPPORTUNITY/ACCESS
INTERNAL COMPLAINT FORM

Nicole Poston 330-312-0102
NAME OF COMPLAINANT TELEPHONE NUMBER
3407 Trade Winds Cove NW, Canton, OH 44708
ADDRESS

RELATIONSHIP TO THE SCHOOL DISTRICT:

____ EMPLOYEE

X TEACHER

____ OTHER _____ (POSITION)

____ OTHER _____ (DESCRIBE)

STATEMENT/NATURE OF COMPLAINT (INCLUDING DATE OF ALLEGED DISCRIMINATION):

10/12/15-- PD DaY, Session 5: Problem-Based Learning. Presentation was
provided via email. Computer was dead (no charge) so could not access
presentation. Handouts were not in accessible format. 18 font size.

WHAT ACTION ARE YOU REQUESTING? (i.e. RELIEF SOUGHT):

Accommodation meeting with administration, as I have requested. Meeting with
BOE.

Nicole Poston 10-20-15
COMPLAINANT DATE

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NONDISCRIMINATION AND EQUAL OPPORTUNITY/ACCESS
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3407 Trade Winds Cove NW, Canton, OH 44708
ADDRESS

RELATIONSHIP TO THE SCHOOL DISTRICT:

____ EMPLOYEE

X TEACHER

____ OTHER _____ (POSITION)

____ OTHER _____ (DESCRIBE)

STATEMENT/NATURE OF COMPLAINT (INCLUDING DATE OF ALLEGED DISCRIMINATION):

10/14/15-- Union contract negotiation session with Board Counsel Mary Jo Slick,

Assist. Super. Mark Fortner, and Dir. of Special Services Elaine Karp. Ms. Slick did not

provide counter-proposal in accessible format (large print, 18 font) but rather 14 font. Ms.

Slick was informed on 9/9/15 by Ms. Poston and Mrs. McKinley at first meeting. This failure to
provide the accommodation interferes with Ms. Poston's ability to negotiate the contract.
WHAT ACTION ARE YOU REQUESTING? (i.e. RELIEF SOUGHT):

Accommodation meeting with administration, as I have requested. Meeting with

BOE. Removal of Board Counsel Ms. Slick from negotiations, as she failed to follow
federal law (ADA) and did not negotiate in good faith.

Nicole Poston 10-20-15
COMPLAINANT DATE

Internal Office Use Only

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